

ATTACHMENT A: Abstract

Lead Applicant/Organization Name: Electrical Training Alliance
Lead applicant entity type: 501c(3) **Lead Applicant City and State:** Bowie, Maryland

Grant Category: Ensuring Equitable RAP Pathways Through Pre-apprenticeship Leading to RAP Enrollment and Equity Partnerships: up to \$3 million
Set-Aside Primary focus: Equity Partnerships and Pre-Apprenticeship Activities

Project Title: Pre-Apprenticeship Building Diverse Talent Pipeline for Electrical Industry
Funding Amount Requested: \$2,999,916.00
Applicants Geographic Scope of Proposed Project: National
Number of apprentices enrolled in RAPs during the life of the grant: 660
Population(s) to be served: Veterans, Spanish speakers, people of color, women

Required Partners

<i>Name(s) of Organization</i>	<i>Type of Organization</i>
National Electrical Contractors Association	Trade Association representing over 4,500 electrical contractors nationwide
<i>Names include but are not limited to:</i> Quanta Services; Chapel Electric Company; Motor City Electric; Miller Electric Company; Newtron Group Company; Gregg Electric; Ris Electric; Morrow Meadows Electric; Cupertino Electric	Employer Sponsors
<i>Names include but are not limited to:</i> Cassandra Banks Foundation; Constructing Hope; She Built This City; Latin America Coalition; 100 Black Men of Charlotte; Oregon Tradeswomen.	Equity-Focused CBOs
<i>Names include but are not limited to:</i> Riverside County Workforce Development Agency (CA); Worksystems (OR); Constructing Hope (OR); Nevadaworks (NV); Texas Workforce Commission (TX); The Capital Region Workforce Development Board (VA); CareerSource (FL)	WIOAs

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Optional Partners

<i>Name(s) of Organization</i>	<i>Type of Organization</i>
International Brotherhood of Electrical Workers	Labor Union
Catholic Charities San Bernardino & Riverside Counties	Community-based Organization

Project Purpose: The purpose of this project is to increase the number of qualified individuals entering the electrical trades, increasing pathways for veterans, monolingual Spanish speakers, and women of color to enter into RAPs through Pre-APPs, and to diversify the electrical industry.

Subrecipient Activities:

- Cassandra Banks Foundation will design and implement strategies to recruit and retain women of color in the electrical industry.
- Catholic Charities will develop ESL curriculum tailored towards language commonly used in the electrical trades, provide ESL classes to monolingual Spanish speakers concurrently with the Pre-APP, and provide wraparound support services to English Learner Pre-APP participants.

List of Credential(s) to be awarded: Not applicable during 4-year grant period/for pre-apprenticeship program

SUMMARY OF PROGRAM ACTIVITIES :

The ALLIANCE will develop equitable pathways for underrepresented populations to enter into RAPs and increase retention rates by:

- conducting outreach to individuals who are traditionally underrepresented in the electrical industry
- educating them about career opportunities in the electrical industry
- enrolling individuals from diverse populations into Pre-APPs
- expanding VEEPs by adding two new locations to serve more veterans
- developing an English-Spanish Pre-APP to support ESL individuals
- developing ESL curriculum tailored towards language commonly used in the electrical industry
- developing mentorship programs for women and people of color
- developing and implementing DEIB education modules in Pre-APP and RAP curricula
- providing supportive wraparound services to pre-apprentices

Public Contact information:

Name: Todd Stafford

Title: Executive Director

Address: 5001 Howerton Way Suite N, Bowie, MD 20715

Phone Number: 301-715-2300

Email Address: tstafford@electricaltrainingalliance.org

